

REGISTERED COMPANY NUMBER: 02193270 (England and Wales)
REGISTERED CHARITY NUMBER: 1007625

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024
FOR
LEEDS MIND
(A COMPANY LIMITED BY GUARANTEE)



Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

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FOR THE YEAR ENDED 31ST MARCH 2024**

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2024

Trustees:

Linda Grant	(resigned 5 th December 2023)
Jen Murgatroyd	
Sarah Bronsdon	(resigned 7 th October 2024)
David Gee	(resigned 5 th June 2024)
Andy Graham	(resigned 5 th December 2023)
Cheryl Astley	
Rebecca Lasseko	
Luke Barrett	
Ayesha Akram	(resigned 15 th October 2024)
Mario Caswell	(resigned 16 th January 2024)
Fiona Venner	(resigned 19 th September 2023)
Kathryn Lupton	Co Chair
Tracy Commons	(appointed 20 th June 2024)
Michael Gartside	(appointed 20 th June 2024) (resigned 5 th August 2024)
Heather Gibson-Simpson	(appointed 20 th June 2024)
Caroline McGrath	(appointed 20 th June 2024)
Blane Watson	(appointed 20 th June 2024)

Company Secretary

Lucy Hancock

The members of the senior leadership team at 31 March 2024 were:

Lucy Hancock	Chief Executive
Eloise Bell	Head of People and Culture
Andrew Lowe	Interim Finance Lead
Myriam Barker	Interim Business Development Lead
Rhys Toone	Operations Director

Charity number

1007625

Company number

02193270

Principal and registered office

Clarence House
11 Clarence Road
Horsforth
Leeds
LS18 4LB

Auditor

Thomas Coombes
3365 The Pentagon,
Century Way,
Thorpe Park,
Leeds LS15 8ZB

Bankers

Unity Trust Bank
Nine Brindley Place
Birmingham
B1 2JB

LEEDS MIND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2024, the annual report is also prepared to meet the requirements for a Directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Reference and Administrative Details

The Charity Information page forms part of this report.

OBJECTIVES AND ACTIVITIES

Leeds Mind is a registered charity. The charity's objectives as set out in the memorandum and articles of association are to promote the preservation of good mental health and to relieve the needs of people with mental health difficulties by working to increase the understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The current strategy, launched in June 2022, runs for three years from 2022 to 2025. This strategy sets out four strategic pillars; We Connect Minds: bringing people together to make change in our communities; We Support Minds: delivering life-changing support; We Change Minds: speaking out and making mental health everyone's business; Together, we are Leeds Mind: working together to become a more inclusive and sustainable organisation. The second year of our strategy has been one of significant change and with increasing uncertainty from external environment and changes at Board and Senior Leadership Team level.

During the year to 31 March 2024 services were delivered in the following areas: Training including help for employers and anti-stigma work, Employment, Financial Wellbeing, Peer Support, Counselling, Befriending, Suicide Bereavement Services, Creative Arts, Young People's support and cultural diversity. Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds and citywide social prescribing service, Linking Leeds. In this period, Leeds Mind mobilised a new Barber's project, secured funding to expand our suicide bereavement services, continued our financial wellbeing offer, as well as new services mobilised as noted under successes and achievements.

The Employment Service, which operates under the name of WorkPlaceLeeds, supports clients in finding paid work, training and education, volunteering, and work placements. Support and advocacy are also provided to enable people in work to retain their jobs through the job retention service. An IT training suite helps people gain appropriate skills. These services are delivered in close collaboration with the West Yorkshire Integrated Care Partnership of which Leeds Integrated Care Board is part and commissions the service with part funding from Leeds City Council. The service is an IPS model which is externally audited by IPS GROW against the Fidelity standards and audited quarterly. The ICB has reduced service funding over the year which has impacted delivery and staffing.

In the previous year Leeds Mind and Mind in Bradford had signed a collaboration agreement for two joint posts to be recruited and shared across both organisations as West Yorkshire posts, this was the Business Development Director and Training and Development Lead; both posts started in role in September 2022. These posts are overseen by the West Yorkshire Mind steering committee, comprising the trustee Chairs, trustee representatives and CEOs from both organisations. This development was part of ongoing feasibility work for closer collaboration between both organisations with the aim of reaching more beneficiaries across West Yorkshire localities. Due to differing needs and positions of both organisations the decision was reached to bring these joint positions to an end; the West Yorkshire steering committee remains in place though activity was reduced during in the year to enable each organisation to prioritise their own requirements.

Our Peer Support and Lived Experience Services offer a range of workshops, courses, support and activity groups to help people develop skills to better manage their mental health. We have lived experience services working alongside the community mental health teams and mental health rehabilitation and recovery units delivering a range of therapeutic 121 and group interventions. Our lived experience services are delivered by a staff team and volunteers who have their own lived experience of mental health difficulties. Our expanded peer support provision includes leading a successful partnership under the mental health community transformation programme and support for neurodiverse and LGBTQ+ communities.

We deliver the Leeds Suicide Bereavement Service, in partnership with Leeds Survivor Leeds Crisis Service and the West Yorkshire Suicide Bereavement Service which includes the Kirklees Family service. These are postvention services delivered by staff who have lived experience of suicide. The service works with all people who have been affected by suicide in their lives. Due to evolution of the Leeds service the partnership with Leeds Survivor Lead Crisis Service came to a natural end during this year.

Our Counselling Service offers one to one support through a low-cost route or through private practice. The aim of the private practice sessions is to fund the low-cost sessions. The service is delivered by volunteer and paid counsellors all offering a person-centred approach. Due to concerns over the service's sustainability, a remodelling exercise was undertaken through quarter four with a new model in place for the coming year.

The Befriending Services offers a one-to-one service for people over fifty living in Leeds who experience mental health difficulties. Unfortunately, due to loss of funding this service came to an end in July 2023.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

The Creative Arts service, Inkwell, which had changed its model to be fully community location based in the previous year, and worked with communities in higher areas of deprivation came to close in March 2024 due to loss of statutory funding. This in addition to the end of non-recurrent funded services, including suicide prevention crisis support, suicide coproduction and Boost projects came to an end.

Leeds Mind has delivered support to young people through our THRU peer support service for approximately five years. Over the course of the previous year our Young People's offer expanded to develop the Youth in Mind Service, providing a trauma informed approach to support. The Youth in Mind service has been fully coproduced with young people leading the delivery and design of the service. The expansion brought together our young people's services under one umbrella with a single point of access and quick referral route in for young people in need of support. This has continued to be successful over the year. The THRU service went through competitive tender in Autumn 2023; the specification required a partnership approach in response to the tender and was led by one of our community partners. Unfortunately, this bid was unsuccessful resulting in an exit plan being implemented for THRU towards the end of the period.

Our consortium services comprise of the social prescribing service, Linking Leeds and a community wellbeing service, Live Well Leeds. The Linking Leeds service offers people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city-wide service Linking Leeds which is led by Inspire North was in its final year of delivery during this year.

Live Well Leeds service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the City for people with a range of mental health difficulties.

Overall, the financial crisis has impacted statutory funding sources significantly affecting third sector organisations deeply, Leeds Mind has been affected by cuts to statutory funding for a number of our key contracts and has been impacted by the non-continuation of funding for specific projects as noted above. Within the year we have seen closure of our Inkwell Creative Arts service. Financial pressures have also affected trusts and foundations with increasing competition for funds due to statutory cuts. In addition, voluntary income has remained a challenge. The Leeds Mind autumn ball scheduled for October 2023 was cancelled due to poor ticket sales with the focus shifted to the remaining fundraising events in the year.

Performance reports are provided on a regular basis to service commissioners, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) are key measurement tools. In the past year and following support of one of our charity partners we have started to develop social impact reporting to better demonstrate the value of services.

We continue to deliver high quality training to a wide range of employers. We deliver the accredited Mental Health First Aid and bespoke courses to improve the mental health and wellbeing in the workplace. In the last year we have introduced suicide prevention training back into our training offer.

We are an active member of Forum Central, the alliance of all voluntary sector organisations in Leeds as well as a range of other networks across West Yorkshire. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the city with the aim of fostering positive attitudes to mental health in the workplace.

At National Mind, their change programme has been fully implemented over the last year, with a focus on Federation first and more opportunities for closer working with local Minds. It has been positive to see this change alongside the changes to the National Mind strategy with more focus on equity.

OBJECTIVES AND ACTIVITIES

Staff and volunteers

We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind.

We are also very fortunate to work with around 80 excellent and committed volunteers, in addition to our Trustees. They are active in various roles around the organisation particularly in our Befriending, Lived Experience, Counselling, groups and vents. Without their continued support it would not be possible to continue to offer the same high level of service. We hope to renew our Investors in Volunteers standard later in 2024, reflecting the support and opportunities we provide to our volunteers.

Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers. We have developed our recruitment processes to improve accessibility and committed to continuous improvement to ensure we are a welcoming and inclusive organisation true to our values. We maintain our practice and development of being a flexible employer through our flexible working and reasonable adjustments policy and practice, as well as becoming a Disability Confident employer in the last year.

Leeds Mind places considerable value on the involvement of employees and volunteers, over the last year we have begun work on staff engagement through our Voices networks and Values working groups to share and inform matters affecting them and the organisation. In addition, we have a monthly newsletter, three whole organisation meetings a year informed by staff feedback, volunteer forums and monthly team meetings. The CEO, Lucy Hancock implemented regular video updates during the last year and a People and Culture SharePoint has been developed to host and streamline organisation communications and feedback. A Wellbeing Group is responsible of implementing the wellbeing strategy and promotes the wellbeing of all our staff and volunteers.

STRATEGIC REPORT

Achievements and performance

The last year has seen significant change at Leeds Mind, with changes at Senior leadership and Board level. Linda Grant, our long-standing Chair of Trustees stepped down at the AGM in December 2024, coming to the end of her nine-year term. We express our thanks to Linda for her leadership, commitment and dedication to Leeds Mind, she will be much missed. We commenced recruitment for a new Chair in Autumn 2023 with this process ongoing into the new financial year 2024-2025. In addition, Leeds Mind Head of Finance and IT, Uzma Younus, left the organisation in August 2023 and Steven Bancroft, West Yorkshire Business Development Director left in October 2023.

An organisation review was undertaken in autumn 2023; the major changes in the organisation acted as a catalyst for the review, along with historical capacity challenges, and evolving organisational culture post-pandemic meant the organisation required a re-evaluation of our position in preparation for our next strategy and the environment we found ourselves working in. From the review we have developed a longer term and iterative plan for the organisation that addresses where we are now and more importantly where are we going. An implementation programme began at the end of March 2024 and continued in the new financial year.

We have developed our organisational culture to a more values led approach and focussed on diversifying our workforce, commitment to inclusion, and accessibility to reflect and meaningfully engage the communities we are working with. We have moved forward in these areas over the course of the year, with increasing proportions of those accessing services from culturally diverse (18%), LGBTQIA+ (17%) and neurodiverse communities (25%), although we recognise that more work needs to be done to increase access to people from areas of deprivation.

In December 2023, the Board took the decision to move away from the NJC pay scales the organisation has historically followed. This was due to increasing financial uncertainty and unaffordability of the NJC; the Board wanted to ensure a more sustainable approach for the organisation. Following staff engagement and feedback a new pay policy structure was developed for implementation in the new financial year.

The need for mental health services continues to rise. We have continued to see an increase in demand for financial wellbeing and young person's support. In 2023-2024, we supported 9633 people with many of our services seeing significant percentage increases - including the West Yorkshire Suicide Bereavement Service (14% increase), Peer Support (26%) and Support for Young People (376%).

In 2023/24, 1 in 4 of the people accessing our support was aged 25 or under (up from 1 in 5 in 2022/23). This is in line with our strategy to support children and young people, and partly thanks to our new Youth in Mind support service. With the move to a fully community location based model, Inkwell Arts supported nearly 200 people in community settings, while Money & Me, our pioneering new mental health and financial wellbeing service, opened up to referrals during the onset of the Cost of Living Crisis as demand for financial wellbeing support soared. Now in its first full year since launch in 2022/23, Money & Me has supported 122 people.

Our mental health training was affected by the West Yorkshire Mind changes, however started to recover towards the end of the financial year.

Feedback from our Clients and commissioners continues to be positive. The vast majority of our clients said they would recommend Leeds Mind to family and friends. Feedback from clients in 2023/24:

- "It's the first place I was able to feel like I was being authentic. There's a different culture of non-judgement and being accepted for who you are." (Peer Support client)

- "Having a space to come and express how I'm feeling and talk about whatever was affecting me at the time, not being judged and being able to just be, that's what I needed. (Suicide Bereavement client)

- "I was really unwell due to my financial situation and my worker really helped support me all the way through. He was very friendly, approachable, kind, understanding, helpful and made the whole process so easy. I feel so much better for having his help" (Money & Me client)

As a result of our National Mind Quality Mark review in the previous financial year, and nominations for three National Mind Excellence Awards, we were delighted to win the award for Service Influence and Participation for the Youth in Mind service and receive highly commended in the Leadership category. A member of the team along with an individual who had been supported by our Youth in Mind service attended an awards ceremony in March 2023.

This was the second year of our strategic plan 2022 - 2025 and our business planning and priorities were based around our four strategic objectives:

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

1. We connect Minds - bringing people together to make change in our communities.

We have done this by:

- Working with more than 9,600 people across Leeds and West Yorkshire.
- Connecting people socially isolated people aged over 50+ with like-minded volunteers
- Delivering arts wellbeing services in community locations including inpatient recovery units
- Improved accessibility in our recruitment processes and policies
- Relunched our Equity, Diversity, Inclusion and Belonging groups and achieved accreditation with Stonewall Workplace Equality Index
- Continuing to build our co-located presence and relationships with our Employment Support team within the community and NHS settings
- Connecting with third sector providers by developing our consortiums and new partnerships
- Holding our first coproduced young person's city-wide conference
- Developed a Digital Working Group

2. We Support Minds - delivering life-changing support

We have done this by:

- Delivering 844 counselling sessions, including 342 subsidised (the only offer of its type in Leeds)
- Expanding our lived experience delivery services reaching more people for example young people, people affected by suicide, LGBTQ+ and neurodiverse communities
- Providing responsive support for people with our financial wellbeing service
- Securing funding to deliver new Befriending, Stepping Stone Self Harm services
- Winning the Mind Quality Awards for Influence and Participation for our Young Person's service, Youth in Mind and highly commended for Leadership.
- Increased representation across priority groups, including culturally diverse groups, neurodiversity and areas of deprivation in volunteering (Peer Support Boost Project)
- Increased proportions of those accessing services from culturally diverse (18%), LGBTQIA+ (17%) and neurodiverse communities (25%).
- Remodelled our counselling service
- Expanded our delivery across West Yorkshire, for instance through the West Yorkshire Suicide Bereavement Service or the innovative Peer Support Barber Project, focusing on barber shops in Caribbean and Southeast Asian communities in Leeds and Bradford.

3. We Change Minds - speaking out and making mental health everyone's business

We have done this by:

- Re-launched our mental health training offer and become an accredited provider of Mental Health First Aid and A Life Worth living, becoming a preferred supplier for National Mind training delivery
- Sharing service user experiences, particularly least heard voices and developed our Impact group
- Nurturing relationships with corporate and community supporters, including having our most successful event digital fundraising live streaming gaming event
- Influencing and raising our profile via campaigns including Mental Health Awareness Week, World Suicide Prevention Day, Children's Mental Health Awareness Week and Leeds Mind Multicoloured Monday.
- Raising our profile through increased media and online presence with a 10% increase in people visiting our website and social media followers
- Increasing our Charity of the Year corporate supporters by 60%
- Improving our engagement with employers through our employment service and Mindful Employer Network with workplace wellbeing events and 36 new charter signatories.
- Influencing coproduced approaches to mental health support, for example, the Book of Cope, bereavement support signposting leaflet and coproduction guidelines for staff (all produced by the Suicide Prevention Coproduction Project).

4. Together, we are Leeds Mind - working together to become a more inclusive and sustainable organisation

We have done this by:

- Implemented an organisation review to revise infrastructure and focus on sustainability
- Supported financial stability through development of new pay structure, systems review within People & Culture; telephony and appointed new auditors
- Embedded Values approach into our performance and recruitment processes and improved development opportunities for staff
- Delivered a trustee recruitment programme to bring diversity of experience to our Board

LEEDS MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

- Reviewed our systems onboarding a new IT provider and outsourcing pay roll
- Successfully applying for trust and foundation funding in line with our strategic aims to expand our offer and scope
- Grown our service offer securing income to maintain and develop new services for example Arts and Minds, Open Minds

Support for Leeds Mind

We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day-to-day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.

We have not received any complaints in relation to our fundraising practice for the year under review.

Financial review

Financial Position

Total income for the year was £3,500,346 (2023: £3,543,764), a decrease of 1%. Movement is mainly due to a decline in donations and legacies of £47,961, reflecting the challenging economic environment.

Expenditure in the year has increased to £3,598,168 (2023: £3,485,551). The increase of £112,617 comprises of an increase to salaries of £173,603 (7%) due to pay award and increased in headcount. This was offset by a reduction in direct and support costs of £60,986 (7%).

Overall Leeds Mind made a deficit for the year of £97,822 (2023: surplus of £58,213).

Principal Funding Sources

The main funding sources are the NHS in Leeds through the West Yorkshire Integrated Care Board (ICB) and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate. We are also fortunate to have some funding support through grants and trusts.

Fixed Assets and Investments

The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long-term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

STRATEGIC REPORT

Financial review

Reserves policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2024 the unrestricted reserves requirement is calculated as £866,483. As of 31 March 2024, Leeds Mind held £1,045,648, made up of £795,648 in the unrestricted general fund and £250,000 in the designated fund held for 'inward investment' created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities.

Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

STRATEGIC REPORT

Plans for the Future

This has been the second year of our strategy 2022-2025. The business plan 2023-2024 details how year two of the strategy has been implemented and is overseen by the Board of Trustees.

Our strategic plan 2022-2025 sets out our objectives under four strategic pillars and forms the basis for business planning across Leeds Mind. The main objectives for 2024/25 are set out below:

1. We Connect Minds - bringing people together to make change in our communities.

We will do this by:

- Finalising our Equality and Inclusion dashboard with KPIs for neurodiversity and ethnicity.
- Apply for a Race Equality accreditation and plan for Disability Confident Employer level 2.
- Working collaboratively with Mind in Bradford to develop the West Yorkshire Mind offer starting with a fully integrated Business Development function.
- Developing partnerships across the West Yorkshire region and increase our corporate partners across the region.
- Continue to embed our approach within Community Mental Health Transformation through our delivery, networks and partnership approaches.

2. We Support Minds - delivering life changing support.

We will do this by:

- Create a new approach to internal communications through using staff engagement data.
- Develop our approach to diversity impact assessments and improve our shared learning practice.
- Continue to develop our professional development offer and recruitment strategy.
- Improve our Impact assessment to better demonstrate the support we provide.
- Secure funding to continue our young people's, financial wellbeing and open Mind's services.
- Successfully secure our employment support contract through new tendering frameworks and partnership.
- Continue to improve our reach to people accessing our services from culturally diverse communities and areas of high deprivation.
- Continue to embed the sustainable counselling model.
- Relaunching our performance management framework to develop organisational culture.

3. We Change Minds - speaking out and making mental health everyone's business.

We will do this by:

- Developing a revised approach to our communications strategy to align our external communications with strategic priorities.
- Promoting workplace wellbeing and increasing representation of our communities through delivering a successful Mindful Employer conference and through our training offer.
- Building on our collaboration with stakeholders and partners to develop new services.
- Continue to develop our corporate partnerships and opportunities.
- Sharing client stories and least heard experiences to demonstrate our impact and value of lived experience.

4. Together, we are Leeds Mind - working together to become a more inclusive and sustainable organisation.

We will do this by:

- Implementing our organisational change programme to support our approach to sustainability and growth.
 - Continuing to embed a values-based approach to workforce development to underpin the culture and behaviours of the organisation.
 - Develop a Board Development programme to support our trustees.
 - Improving our cyber security through training and accreditation.
 - Continue to prioritise efficiency reviewing our client management and priority systems.
 - Complete a property options appraisal to inform our location plans.
 - Reviewing our wellbeing strategy and staff support offer to improve staff retention and absence.
 - Develop a strategy process and implementation plan ready to launch our new strategy in 2025.
 - Secure income to continue to maintain existing services, diversify our income and increase our commercial training and voluntary income.
-

LEEDS MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Leeds Mind was founded in 1972. The company is incorporated under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in October 2022. National Mind's current process is that full MQM assessments take place every 3 years, meaning that Leeds Mind could expect the next review in Autumn 2025, however this is not confirmed yet.

Organisational structure

All Directors of the company are also Trustees of the charity. We have two co-opted members to two board committees who provide specialist input. There are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there were twelve trustees in the financial year ending 31st March 2024 with four trustees resigning during the period. The Board meets quarterly, and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year, and they are responsible for Finance, Quality and Performance, People & Culture and Business Development. A Remuneration Committee meets annually to review the salaries of the senior leadership team.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are recruited through an open recruitment process. They are given an overview of the organisation by the Chief Executive. All new Trustees attend the Leeds Mind induction and National Mind induction. In addition, they are offered the opportunity to meet with different services, attend whole organisation meetings and events. External training in the role of Trustees is provided as necessary.

The Board agrees the strategy and direction of Leeds Mind and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the senior leadership team.

Key management remuneration

All staff, including the senior leadership team have historically been paid on the NJC pay scales until this financial year when changes to the pay structure were implemented. Pay levels are benchmarked regularly against other providers and similar roles in Leeds. Any changes to grading are agreed by the People Development Committee of the Board.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed on a quarterly basis.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:

- The short-term nature of some statutory and trust funding and tendering of two significant contracts leading to uncertainty for both the staff and the organisation.
- Rebuilding voluntary income which has not recovered from the COVID pandemic.
- The volatility of the economic and political climate, cost of living crisis and financial crisis impacting all major statutory funding sources with increasing costs and decreasing funding squeezing organisational resources and impacting sustainability.
- Changes to national procurement policy
- Reputational risk associated with the Mind brand
- Non-compliance with core legislation for example safeguarding, GDPR, Health and Safety processes and procedures.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A lead trustee for safeguarding appointed. A risk appetite statement is agreed by the Trustees annually.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Leeds Mind for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Thomas Coombs Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 11th December 2024 and signed on the board's behalf by:



.....
Kate Lupton- Co Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

Opinion

We have audited the financial statements of Leeds Mind (the 'charitable company') for the year ended 31st March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the entity and industries in which it operates, we identified the principal risks of non-compliance with laws and regulations related to health and safety, safeguarding, employment law and data protection. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, tax legislation and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

We assessed the susceptibility of the company's financial statements to material misstatement and how fraud might occur, including through discussions with the directors and discussions within our audit team planning meeting. We determined the principal risks were related to posting journal entries to manipulate profits, and management bias in accounting estimates.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships.
- Identified and tested journal entries and identified any significant transactions that were unusual or outside the normal course of business.
- Investigated the rationale behind significant or unusual transactions.
- Challenged assumptions and judgements made by management in determining significant accounting estimates.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed audit procedures which included, but were not limited to:

- Agreeing financial statements disclosures to underlying supporting documentation.
- Discussions with management of known or suspected instances of non-compliance with laws and regulations.

At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance of laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement relating to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Christopher Darwin
Chartered Accountant

Christopher Darwin FCA (Senior Statutory Auditor)
for and on behalf of Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 11th December 2024

LEEDS MIND

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024**

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations, grants and legacies	3	509,783	231,543	741,326	789,287
Charitable activities					
Peer Support	6	457,080	30,600	487,680	579,427
Wellbeing		313,911	60,000	373,911	641,649
Employment		1,115,184	-	1,115,184	1,033,282
Consortium		598,310	-	598,310	382,910
Training		40,279	-	40,279	89,425
Young Persons Service		103,046	10,000	113,046	-
Other trading activities	4	29,214	-	29,214	22,795
Investment income	5	1,396	-	1,396	4,989
Total		3,168,203	332,143	3,500,346	3,543,764
EXPENDITURE ON					
Raising funds	7	213,372	-	213,372	197,784
Charitable activities					
Peer Support	8	539,324	94,115	633,439	714,782
Wellbeing		464,009	97,101	561,110	862,014
Employment		1,116,497	74,734	1,191,231	1,204,278
Consortium		595,149	13,046	608,195	421,913
Training		83,690	-	83,690	84,780
Young Persons Service		102,536	204,595	307,131	-
Total		3,114,577	483,591	3,598,168	3,485,551
NET INCOME/(EXPENDITURE)					
Transfers between funds	20	53,626	(151,448)	(97,822)	58,213
		70,855	(70,855)	-	-
Net movement in funds		124,481	(222,303)	(97,822)	58,213
RECONCILIATION OF FUNDS					
Total funds brought forward		1,269,167	357,314	1,626,481	1,568,268
TOTAL FUNDS CARRIED FORWARD		1,393,648	135,011	1,528,659	1,626,481

The notes form part of these financial statements

LEEDS MIND**BALANCE SHEET
31ST MARCH 2024**

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	15	348,000	-	348,000	365,156
CURRENT ASSETS					
Debtors	16	139,995	-	139,995	472,806
Investments	17	294	-	294	294
Cash at bank		1,383,504	135,011	1,518,515	1,399,634
		1,523,793	135,011	1,658,804	1,872,734
CREDITORS					
Amounts falling due within one year	18	(478,145)	-	(478,145)	(611,409)
NET CURRENT ASSETS		1,045,648	135,011	1,180,659	1,261,325
TOTAL ASSETS LESS CURRENT LIABILITIES		1,393,648	135,011	1,528,659	1,626,481
NET ASSETS		1,393,648	135,011	1,528,659	1,626,481
FUNDS	20				
Unrestricted funds				1,393,648	1,269,167
Restricted funds				135,011	357,314
TOTAL FUNDS				1,528,659	1,626,481

The financial statements were approved by the Board of Trustees and authorised for issue on 11th December 2024 and were signed on its behalf by:



.....
Blane Watson- Trustee

The notes form part of these financial statements

LEEDS MIND**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>117,485</u>	<u>528,841</u>
Net cash provided by operating activities		<u>117,485</u>	<u>528,841</u>
Cash flows from investing activities			
Interest received		<u>1,396</u>	<u>4,989</u>
Net cash provided by investing activities		<u>1,396</u>	<u>4,989</u>
Change in cash and cash equivalents in the reporting period		<u>118,881</u>	<u>533,830</u>
Cash and cash equivalents at the beginning of the reporting period		<u>1,399,634</u>	<u>865,804</u>
Cash and cash equivalents at the end of the reporting period		<u>1,518,515</u>	<u>1,399,634</u>

The notes form part of these financial statements

LEEDS MIND**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES			
	2024		2023
	£		£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(97,822)		58,213
Adjustments for:			
Depreciation charges	17,156		17,157
Interest received	(1,396)		(4,989)
Decrease in debtors	332,811		139,318
(Decrease)/increase in creditors	(133,264)		319,142
Net cash provided by operations	<u>117,485</u>		<u>528,841</u>
2. ANALYSIS OF CHANGES IN NET FUNDS			
	At 1/4/23	Cash flow	At 31/3/24
	£	£	£
Net cash			
Cash at bank	<u>1,399,634</u>	<u>118,881</u>	<u>1,518,515</u>
	<u>1,399,634</u>	<u>118,881</u>	<u>1,518,515</u>
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	<u>294</u>	<u>-</u>	<u>294</u>
	<u>294</u>	<u>-</u>	<u>294</u>
Total	<u>1,399,928</u>	<u>118,881</u>	<u>1,518,809</u>

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going Concern

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Income

Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement, and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accrual's basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 10.

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Staff costs

The costs of short-term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

1. ACCOUNTING POLICIES - continued

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Cash in hand and at bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

Allocation of support costs

Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Funds held by the charity are either:

General funds - are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds - are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

Pension costs and other post-retirement benefits

The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

Operating leases

Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight-line basis over the lease term.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid.

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

1. ACCOUNTING POLICIES - continued

Creditors, loans and provisions

Creditors, loans and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

The breakdown of support costs across charitable activities is based on the following rates:

Peer Support	18.4% (2023: 23.9%)
Wellbeing	13.9% (2023: 24.9%)
Employment	38% (2023: 38.4%)
Consortium	19.3% (2023: 12.8%)
Young Person Service	10.4% (2023: Nil)
Raising Funds	Direct
Training	Direct

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	257,900	278,331
Legacies	20,806	170,803
Grants	<u>462,620</u>	<u>340,153</u>
	<u>741,326</u>	<u>789,287</u>

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

3. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	2024	2023
	£	£
National Mind	86,999	179,940
BUPA	-	6,533
NHS Hub (peer support)- Counselling fund	-	11,070
NHS Hub (peer support)	-	8,927
Health Inequalities- Culturally diverse minds	76,000	48,500
Help for Hardship	17,634	50,000
Paul Hamlyn- Children & young people	40,000	20,000
Various other small grants	12,649	5,183
Co-Op - Suicide Bereavement	10,736	-
Leeds & York Partnership - CSW	69,107	-
Leeds & York Partnership - SBS	36,592	-
Manny Cussins - Children & Young People	92,903	-
Elsie Pilkington - Befriending	5,000	-
The Liz and Terry Bramall Foundation - Befriending	5,000	-
Evans Cornish Foundation - Inkwel	10,000	-
Hyde Park Source - grounds maintenance	-	10,000
	<u>462,620</u>	<u>340,153</u>

The split of grant income by activity is as follows:

	2024	2023
	£	£
Peer Support	85,107	154,803
Wellbeing	57,328	29,044
Employment	68,554	106,015
Young Persons Service	208,903	-
General	42,728	50,291
	<u>462,620</u>	<u>340,153</u>

4. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events	2,310	4,795
Shop income	26,904	18,000
	<u>29,214</u>	<u>22,795</u>

5. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	1,396	4,989

LEEDS MIND**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024****6. INCOME FROM CHARITABLE ACTIVITIES**

	2024	2023
	£	£
Peer Support	487,680	579,427
Wellbeing	373,911	641,649
Employment	1,115,184	1,033,282
Consortium	598,310	382,910
Training	40,279	89,425
Young Persons Service	113,046	-
	<u>2,728,410</u>	<u>2,726,693</u>

	2024	2023
	£	£
LCC Adult Social Care	395,056	415,842
WY ICB	1,897,673	1,587,688
SWYFT Suicide Prevention	-	46,000
Training	48,830	94,602
Consultancy	9,916	13,051
Counselling and other client income	26,289	14,700
Linking Leeds- contract	349,634	382,910
North Yorkshire Hospice Care	-	32,175
Health education- Clinical Support workers	-	46,526
Health Education- Young black minds	-	70,000
Various other small funds	-	9,949
Community Foundation for Leeds	-	13,250
Other income	1,012	-
	<u>2,728,410</u>	<u>2,726,693</u>

7. RAISING FUNDS**Raising donations and legacies**

	2024	2023
	£	£
Staff costs	158,816	147,944
Staff travel, training and other costs	3,656	1,193
Volunteer expenses	-	91
Office costs	27,296	38,722
Legal and professional costs	12,675	3,000
Support costs	10,929	6,834
	<u>213,372</u>	<u>197,784</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9) £	Support costs (see note 10) £	Totals £
Peer Support	508,556	124,883	633,439
Wellbeing	466,655	94,455	561,110
Employment	932,748	258,483	1,191,231
Consortium	477,344	130,851	608,195
Training	77,482	6,208	83,690
Young Persons Service	236,086	71,045	307,131
	<u>2,698,871</u>	<u>685,925</u>	<u>3,384,796</u>

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024 £	2023 £
Staff costs	2,300,906	2,110,692
Volunteers expenses	1,004	1,151
Events and meetings	26,423	18,974
Client activities	38,299	6,839
Building costs	54	2,727
Rent, rates and utilities	-	21,269
IT costs	37,883	122,878
Office costs	3,705	12,918
Bad debts	7,084	10,923
Staff travel, training and other costs	46,294	53,721
Partner payments	237,219	186,459
	<u>2,698,871</u>	<u>2,548,551</u>

10. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Raising donations and legacies	10,929	-	10,929
Peer Support	119,732	5,151	124,883
Wellbeing	90,559	3,896	94,455
Employment	247,822	10,661	258,483
Consortium	125,454	5,397	130,851
Training	6,208	-	6,208
Young Persons Service	68,115	2,930	71,045
	<u>668,819</u>	<u>28,035</u>	<u>696,854</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

10. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

	Raising donations and legacies £	Peer Support £	Wellbeing £	Employment £	
Staff and agency staff costs	-	67,785	51,268	140,299	
Staff costs other	-	6,693	5,062	13,854	
Volunteer costs	-	25	19	51	
General office and admin costs	-	10,851	8,208	22,462	
Building and maintenance costs	159	8,446	6,388	17,482	
Rent, rates and utilities	-	4,386	3,318	9,080	
IT costs	7,760	21,763	16,460	45,044	
Bad debts	3,010	(3,369)	(2,548)	(6,974)	
Depreciation of tangible and heritage assets	-	3,152	2,384	6,524	
Auditors' remuneration	-	2,572	1,946	5,324	
Legal and professional fees	-	2,579	1,950	5,337	
	<u>10,929</u>	<u>124,883</u>	<u>94,455</u>	<u>258,483</u>	
			2024	2023	
	Consortium £	Training £	Young Persons Service £	Total activities £	Total activities £
Staff and agency staff costs	71,023	-	38,562	368,937	396,420
Staff costs other	7,013	-	3,808	36,430	21,663
Volunteer costs	26	-	14	135	339
General office and admin costs	11,371	6,208	6,174	65,274	89,130
Building and maintenance costs	8,850	-	4,805	46,130	48,078
Rent, rates and utilities	4,596	-	2,496	23,876	25,959
IT costs	22,802	-	12,380	126,209	102,187
Bad debts	(3,530)	-	(1,917)	(15,328)	15,548
Depreciation of tangible and heritage assets	3,303	-	1,793	17,156	17,157
Auditors' remuneration	2,695	-	1,463	14,000	12,240
Legal and professional fees	2,702	-	1,467	14,035	17,329
	<u>130,851</u>	<u>6,208</u>	<u>71,045</u>	<u>696,854</u>	<u>746,050</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	14,000	12,240
Depreciation - owned assets	<u>17,156</u>	<u>17,157</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023.

Trustee donations

During the year ended 31st March 2024 monetary donations made by trustees to the Charity totalled £130 (2023: £Nil).

13. INFORMATION REGARDING EMPLOYEES AND TRUSTEES

Staff costs during the year were as follows:

	2024	2023
	£	£
Wages and salaries	2,411,291	2,274,001
Employer's NI	208,909	201,331
Pension costs	<u>208,459</u>	<u>179,724</u>
	<u>2,828,659</u>	<u>2,655,056</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Wellbeing	28	27
Employment services	32	32
General support / central services	16	18
Consortium	11	17
Peer support	15	13
Young persons service	<u>7</u>	<u>-</u>
	<u>109</u>	<u>107</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	<u>1</u>	<u>-</u>

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Head of Finance and IT, Head of People and Culture and the Business Development Director. The total employee benefits of the key management personnel of the charity were £272,298 (2023: £232,959). The average number of key management personnel for the year ended 31st March 2024 was 4.7 (2023: 3).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	467,108	322,179	789,287
Charitable activities			
Peer Support	512,677	66,750	579,427
Wellbeing	579,200	62,449	641,649
Employment	1,033,282	-	1,033,282
Consortium	382,910	-	382,910
Training	89,425	-	89,425
Other trading activities	22,795	-	22,795
Investment income	4,989	-	4,989
Total	<u>3,092,386</u>	<u>451,378</u>	<u>3,543,764</u>
EXPENDITURE ON			
Raising funds	197,784	-	197,784
Charitable activities			
Peer Support	323,723	391,059	714,782
Wellbeing	862,014	-	862,014
Employment	1,204,278	-	1,204,278
Consortium	421,913	-	421,913
Training	84,780	-	84,780
Total	<u>3,094,492</u>	<u>391,059</u>	<u>3,485,551</u>
NET INCOME/(EXPENDITURE)	(2,106)	60,319	58,213
RECONCILIATION OF FUNDS			
Total funds brought forward	1,271,273	296,995	1,568,268
TOTAL FUNDS CARRIED FORWARD	<u>1,269,167</u>	<u>357,314</u>	<u>1,626,481</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

15. TANGIBLE FIXED ASSETS

	Freehold property £
COST	
At 1st April 2023 and 31st March 2024	<u>1,143,782</u>
DEPRECIATION	
At 1st April 2023	778,626
Charge for year	<u>17,156</u>
At 31st March 2024	<u>795,782</u>
NET BOOK VALUE	
At 31st March 2024	<u>348,000</u>
At 31st March 2023	<u>365,156</u>

Within land and buildings, the cost of non-depreciated land is £286k (2023 - £286k).

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Debtors in the ordinary course of activities	115,783	464,806
Prepayments and accrued income	<u>24,212</u>	<u>8,000</u>
	<u>139,995</u>	<u>472,806</u>

17. CURRENT ASSET INVESTMENTS

	2024 £	2023 £
Listed investments	<u>294</u>	<u>294</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Creditors in the ordinary course of activities	52,975	221,109
Social security and other taxes	46,363	4,806
Other creditors	53,553	-
Accruals and deferred income	325,254	385,494
	<u>478,145</u>	<u>611,409</u>

Accruals and deferred income contain deferred income of £266,443 (2023: £304,500). Movement of deferred income is as follows:

	2024	2023
At 1st April 2023	304,500	127,231
Amount released to income	(304,500)	(94,551)
Amount deferred in the year	266,443	271,820
Closing liability obligation	<u>266,443</u>	<u>304,500</u>

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	17,117	16,722
Between one and five years	19,424	27,441
	<u>36,541</u>	<u>44,163</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

20. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	654,011	70,782	70,855	795,648
Designated- Freehold land and buildings	365,156	(17,156)	-	348,000
Designated- inward investment	250,000	-	-	250,000
	<u>1,269,167</u>	<u>53,626</u>	<u>70,855</u>	<u>1,346,943</u>
Restricted funds				
National Mind Grants	112,265	(29,223)	-	83,042
Hyde Park Source	(316)	-	316	-
Community Foundation for Leeds	10,178	(7,774)	(3,857)	(1,453)
SWYFT Suicide Prevention	55,272	(39,324)	(15,948)	-
Co-op	801	-	(801)	-
Leeds Older Peoples Forum- Time to shine Befriending	6,635	-	(6,635)	-
BUPA	5,018	-	(5,018)	-
Other income	2,261	-	(2,261)	-
Various Small grants	(278)	-	278	-
NHS Hub (Peer support)	6,857	-	(6,857)	-
NHS Hub (Peer support) Counselling	(350)	-	350	-
Health Inequalities- Culturally Diverse Minds	22,394	(20,258)	-	2,136
Help for Hardship	36,932	(37,509)	-	(577)
Manny Cussins Foundation	43,888	(3,110)	-	40,778
Paul Hamlyn- Children & Young People	9,526	(1,339)	-	8,187
NHS - IPH Fellowship Programme	-	(335)	335	-
Evans Cornish	-	(2,579)	-	(2,579)
Inkwell	46,231	(15,474)	(30,757)	-
NHS CDM	-	7,250	-	7,250
Elsie Pilkington trust	-	(16,901)	-	(16,901)
NHS Barbers Project	-	15,128	-	15,128
	<u>1,626,481</u>	<u>(97,822)</u>	<u>-</u>	<u>1,528,659</u>
TOTAL FUNDS	<u>1,626,481</u>	<u>(97,822)</u>	<u>-</u>	<u>1,528,659</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,168,203	(3,097,421)	70,782
Designated- Freehold land and buildings	-	(17,156)	(17,156)
	<u>3,168,203</u>	<u>(3,114,577)</u>	<u>53,626</u>
Restricted funds			
National Mind Grants	2,640	(31,863)	(29,223)
Hyde Park Source	-	-	-
Community Foundation for Leeds	-	(7,774)	(7,774)
SWYFT Suicide Prevention	-	(39,324)	(39,324)
Health Inequalities- Culturally Diverse Minds	-	(20,258)	(20,258)
Help for Hardship	-	(37,509)	(37,509)
Manny Cussins Foundation	92,903	(96,013)	(3,110)
Paul Hamlyn- Children & Young People	40,000	(41,339)	(1,339)
NHS - IPH Fellowship Programme	10,000	(10,335)	(335)
Evans Cornish	10,000	(12,579)	(2,579)
Inkwell	60,000	(75,474)	(15,474)
NHS CDM	76,000	(68,750)	7,250
Elsie Pilkington trust	10,000	(26,901)	(16,901)
NHS Barbers Project	30,600	(15,472)	15,128
	<u>3,500,346</u>	<u>(3,598,168)</u>	<u>(97,822)</u>
TOTAL FUNDS			

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	638,960	15,051	-	654,011
Designated- Freehold land and buildings	382,313	(17,157)	-	365,156
Designated- Inward investment	250,000	-	-	250,000
	<u>1,271,273</u>	<u>(2,106)</u>	<u>-</u>	<u>1,269,167</u>
Restricted funds				
National Mind Grants	42,835	69,430	-	112,265
Hyde Park Source	-	(316)	-	(316)
Community Foundation for Leeds	-	10,178	-	10,178
Inkwell	60,000	(13,769)	-	46,231
SWYFT Suicide Prevention	46,000	9,272	-	55,272
Co-op	11,572	(10,771)	-	801
Leeds Older People's Forum: Time To Shine Befriending	36,842	(30,207)	-	6,635
Manny Cussins Foundations	92,146	(48,258)	-	43,888
BUPA	-	5,018	-	5,018
Other Income	4,000	(1,739)	-	2,261
Various Small Grants	3,600	(3,878)	-	(278)
NHS Hub (Peer Support)	-	6,857	-	6,857
NHS Hub (Peer Support) Counselling	-	(350)	-	(350)
Health Inequalities – Culturally Diverse Minds	-	22,394	-	22,394
Help For Hardship	-	36,932	-	36,932
Paul Hamlyn – Children & Young People	-	9,526	-	9,526
	<u>1,568,268</u>	<u>58,213</u>	<u>-</u>	<u>1,626,481</u>
TOTAL FUNDS	<u>1,568,268</u>	<u>58,213</u>	<u>-</u>	<u>1,626,481</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,092,386	(3,077,335)	15,051
Designated- Freehold land and buildings	-	(17,157)	(17,157)
	<u>3,092,386</u>	<u>(3,094,492)</u>	<u>(2,106)</u>
Restricted funds			
National Mind Grants	161,966	(92,536)	69,430
Hyde Park Source	10,000	(10,316)	(316)
Community Foundation for Leeds	13,250	(3,072)	10,178
Inkwell	60,000	(73,769)	(13,769)
SWYFT Suicide Prevention	46,000	(36,728)	9,272
Co-op	-	(10,771)	(10,771)
Leeds Older People's Forum: Time To Shine Befriending	-	(30,207)	(30,207)
Manny Cussins Foundations	-	(48,258)	(48,258)
BUPA	6,533	(1,515)	5,018
Other Income	9,949	(11,688)	(1,739)
Various Small Grants	5,183	(9,061)	(3,878)
NHS Hub (Peer Support)	8,927	(2,070)	6,857
NHS Hub (Peer Support) Counselling	11,070	(11,420)	(350)
Health Inequalities – Culturally Diverse Minds	48,500	(26,106)	22,394
Help For Hardship	50,000	(13,068)	36,932
Paul Hamlyn – Children & Young People	20,000	(10,474)	9,526
	<u>3,543,764</u>	<u>3,458,551</u>	<u>58,213</u>
TOTAL FUNDS	<u>3,543,764</u>	<u>3,458,551</u>	<u>58,213</u>

National Mind Grants:

- Coop Resilience Programme - Stronger Together - Supporting the Leeds Suicide Bereavement Family Fund.
- Investing in Mental Health (Money & Me) - to support people with both their mental and financial wellbeing by providing up to eight support sessions with a navigator to help understand and improve money management, to better protect their mental wellbeing.
- Business Continuity/Development Fund - funding for organisational development review
- Peer Support General - Mind LMGF Service - a community of people who have experienced difficulties with mental health. Through shared lived experience, there is a focus on an individual's strengths and helping to develop skills and strategies to maintain their mental health.

Hyde Park Source - grant to reinvigorate the grounds of the Leeds Mind headquarters.

Community Foundation for Leeds - Open Minds covers two courses. One designed with and for LGBTQI+ people for whom identity has an impact. One designed with and for autistic individuals and how being autistic may affect mental health.

Inkwell Arts - funding to provide a creative wellbeing service. Leeds Mind support the community in discovering the link between creativity and wellbeing, helping them to look after their mental health for the long term.

SWYFT Suicide Prevention - funding to develop and subsequently deliver a service of financial wellbeing support.

Co-op - From Co-op Foundation to help young people support each other during bereavement, will use the funding for Leeds Bereaved by Suicide service, expect to support young people throughout the project.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2024

20. MOVEMENT IN FUNDS - continued

Leeds Older People's Forum - Time to Shine Befriending - for the delivery of a social support and befriending service for people aged 50+ who are experiencing mental health difficulties and high levels of social isolation.

Manny Cussins Foundation - funding to recruit a Children and Young Person's lead, a role that is pivotal to the setup and ongoing development of a significant service for Children and Young People across Leeds and the surrounding areas.

Bupa - funding to support men in Leeds struggling with social isolation and or mental health difficulties.

NHS Hub (Peer Support) - Peer support group working for 11-to-25-year-olds.

NHS Hub (Peer Support) Counselling - One to one counselling service

Health Inequalities - Culturally diverse minds - funding to extended community engagement work with the Young Black Minds project for one year. Specifically, to provide additional peer support workers to the project.

Help For Hardship - a service delivered in partnership by local Citizens Advice, local Minds and Trussell Trust food banks to help people struggling with money and mental health problems with joined-up support from all three partners.

Paul Hamlyn - Children & Young People - grant to support Leeds Mind Young People's Peer support and funding will contribute to salaries and core costs.

Purpose of designated funds

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The inward investment designated fund of £250,000 was created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

Transfers between funds

Transfers between restricted and general funds during the year ended 31st March 2024 represents the fulfilment of the restriction and the correction of the fund balance to account for the incorrect allocation of expenditure in prior periods.

21. RELATED PARTY DISCLOSURES

Trustees are required to declare all relevant interests with which they are connected and in accordance with the Charity's policy withdraw from decisions where a conflict of interest arises. Some Trustees use their expertise in areas affecting Leeds Mind, but no Trustee had any significant personal financial interest in contracts with the Charity during the year.

There were no related party transactions for the year ended 31st March 2024.

22. PENSION COSTS

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £208,459 (2023: £179,724). At the year end £Nil (2023: £1,883) was outstanding.

LEEDS MIND**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	257,900	278,331
Legacies	20,806	170,803
Grants	462,620	340,153
	<u>741,326</u>	<u>789,287</u>
Other trading activities		
Fundraising events	2,310	4,795
Shop income	26,904	18,000
	<u>29,214</u>	<u>22,795</u>
Investment income		
Deposit account interest	1,396	4,989
Charitable activities		
LCC Adult Social Care	395,056	415,842
WY ICB	1,897,673	1,587,688
SWYFT Suicide Prevention	-	46,000
Training	48,830	94,602
Consultancy	9,916	13,051
Counselling and other client income	26,289	14,700
Linking Leeds- contract	349,634	382,910
North Yorkshire Hospice Care	-	32,175
Health education- Clinical Support workers	-	46,526
Health Education- Young black minds	-	70,000
Various other small funds	-	9,949
Community Foundation for Leeds	-	13,250
Other income	1,012	-
	<u>2,728,410</u>	<u>2,726,693</u>
Total incoming resources	3,500,346	3,543,764
EXPENDITURE		
Raising donations and legacies		
Staff costs	158,816	147,944
Staff travel, training and other costs	3,656	1,193
Volunteer expenses	-	91
Office costs	27,296	38,722
Legal and professional costs	12,675	3,000
	<u>202,443</u>	<u>190,950</u>
Charitable activities		
Staff costs	2,300,906	2,110,692
Carried forward	2,300,906	2,110,692

This page does not form part of the statutory financial statements.

LEEDS MIND

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024**

	2024 £	2023 £
Charitable activities		
Brought forward	2,300,906	2,110,692
Volunteers expenses	1,004	1,151
Events and meetings	26,423	18,974
Client activities	38,299	6,839
Building costs	54	2,727
Rent, rates and utilities	-	21,269
IT costs	37,883	122,878
Office costs	3,705	12,918
Bad debts	7,084	10,923
Staff travel, training and other costs	46,294	53,721
Partner payments	237,219	186,459
	2,698,871	2,548,551
Support costs		
Management		
Staff and agency staff costs	368,937	396,420
Staff costs other	36,430	21,663
Volunteer costs	135	339
General office and admin costs	65,274	89,130
Building and maintenance costs	46,130	48,078
Rent, rates and utilities	23,876	25,959
IT costs	126,209	102,187
Bad debts	(15,328)	15,548
Freehold property	17,156	17,157
	668,819	716,481
Governance costs		
Auditors' remuneration	14,000	12,240
Legal and professional fees	14,035	17,329
	28,035	29,569
Total resources expended	3,598,168	3,485,551
Net (expenditure)/income	(97,822)	58,213

This page does not form part of the statutory financial statements.

Leeds Mind
Clarence House
11 Clarence Road
Horsforth
Leeds
LS18 4LB

Company number: 02193270

Thomas Coombs Limited
3365 The Pentagon
Century Way
Thorpe Park
Leeds
LS15 8ZB

11th December 2024

To whom it may concern,

LEEDS MIND

LETTER OF REPRESENTATION

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2024

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your audit of the charitable company's financial statements for the year ended 31st March 2024. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy ourselves that we can make each of the following representations. All representations are made to the best of our knowledge and belief.

General

1. We have fulfilled our responsibilities as directors / trustees as set out in the terms of your engagement letter dated 29th May 2024, under the Companies Act 2006 for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.
2. All the transactions undertaken by the charitable company have been properly reflected and recorded in the accounting records.
3. All the accounting records have been made available to you for the purpose of your audit. We have provided you with unrestricted access to all appropriate persons within the charitable company, and with all other records and related information requested, including minutes of all management and trustee meetings and correspondence with The Charity Commission.
4. The financial statements are free of material misstatements, including omissions.
5. The effects of uncorrected misstatements are immaterial both individually and in total. The total impact of uncorrected misstatements is £Nil.

Internal control and fraud

6. We acknowledge our responsibility for the design, implementation and maintenance of internal control to prevent and detect fraud and error, and we believe that we have appropriately fulfilled these responsibilities. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud.
7. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others where fraud could have a material effect on the financial statements.
8. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysts, regulators or others.

Assets and liabilities

9. The charitable company has satisfactory title to all assets and there are no liens or encumbrances on the charitable company's assets, except for those that are disclosed in the notes to the financial statements.
10. All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.
11. We have no plans or intentions that may materially alter the carrying value and, where relevant, the fair value measurements or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

12. The methods, data and significant assumptions used by us in making accounting estimates, and their related disclosures, are appropriate to achieve recognition, measurement and disclosure that is reasonable in the context of the applicable financial reporting framework.

Loans and arrangements

13. The charitable company has not granted any advances or credits to, or made guarantees on behalf of, directors other than those disclosed in the financial statements.

Legal claims

14. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for and disclosed in the financial statements.

Laws and regulations

15. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

Related parties

16. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with legislative and accounting standards requirements.

Subsequent events

17. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

Going concern

18. We believe that the charitable company's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charitable company's needs. We also confirm our plans for future action(s) required to enable the charitable company to continue as a going concern are feasible. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charitable company's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

19. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Restricted funds

20. All restricted funds have been notified to you, with the total amount of restricted funds at 31st March 2024 being £135,011.

Designated funds

21. All designated funds have been notified to you, with the total amount of designated funds at 31st March 2024 being £598,000.

We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that so far as we are aware, there is no relevant audit information needed by you in connection with preparing your audit report of which you are unaware.

Each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that you are aware of that information.

Yours faithfully



.....
Signed on behalf of the board of directors

11th December 2024